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CELEBRATING

ALBERTA'S FAMILIES

APPENDIX

May 15, 1990

Alberta
GOVERNMENT OF ALBERTA

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CELEBRATING

ALBERTA'S FAMILIES

APPENDIX

Appendix to the Report of
The Lieutenant-Governor's Conference -
Celebrating Alberta's Families

Edmonton, Alberta
February 19-21, 1990

May 15, 1990

The logo symbolizes the strength and unity that come through love and commitment in families. The dynamic nature of family relationships in a changing environment is like the interplay of patterns and colours in the kaleidoscope. Each colour quadrant reflects the uniqueness of family members connected through caring; the heart holds a part of each to create the whole. The four corners are metaphors for the different forms of support needed by all families to grow and thrive.

Alberta
GOVERNMENT OF ALBERTA

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Appendix A

Target Group

Appendix A - Target Group

The following organizations were identified as having an interest in families and were invited to send delegates:

ACCESS Network

*Al Shamal Temple

Alberta 4-H Council

Alberta Adoptive Parents Association

Alberta Advisory Council on Women's Issues

Alberta Alcohol and Drug Abuse Commission

*Alberta Association for Homemakers

Alberta Association for Marriage and Family Therapy

*Alberta Association for the Dependent Handicapped

Alberta Association for Young Children

Alberta Association of Family Day Home Services

*Alberta Association of Immigrant Serving Agencies

Alberta Association of Municipal Districts and Counties

Alberta Association of Registered Nursing Assistants

Alberta Association of Registered Occupational Therapists

*Alberta Association of Rehabilitation Centres

Alberta Association of Services for Children and Families

Alberta Association of Social Workers

Alberta Association of YWCAs

* Indicates those organizations who declined attendance.

*Alberta Catholic School Trustees Association

Alberta Centre for Well-Being

*Alberta Chamber of Commerce

Alberta Citizens Coalition on Advocacy for Children

*Alberta Committee on Disabled Citizens

Alberta Community Health Nurses Society

Alberta Council of Women

*Alberta Council of Women's Shelters

Alberta Council on Aging

*Alberta Council on Children and Youth

Alberta Cultural Heritage Council

*Alberta Dental Association

Alberta Farm Women's Network

*Alberta Federation of Metis Settlements Association

Alberta Federation of Women United for Families

Alberta Foster Parent Association

Alberta Friends of Schizophrenics

Alberta Home Economics Association

*Alberta Hospital Association

Alberta Human Rights Commission

Alberta Human Services Association

Alberta Law Reform Institute

Alberta Medical Association

* Indicates those organizations who declined attendance.

*Alberta Medical Association Preventive Medicine Committee

*Alberta Multicultural Commission

*Alberta Native Women's Association

Alberta North Synod of Evangelical Lutheran Church

*Alberta/NWT Network of Immigrant Women

Alberta Public Health Association

Alberta School Trustees Association

Alberta Sport Council

Alberta Status of Women Action Committee

Alberta Urban Municipalities Association

Alberta Vocational Centres

*Alberta Women in Support of Agriculture

Alberta Women's Institutes

Albertans in Poverty

*Associated Canadian Travellers

Association for Individual and Family Education

*Association for Safe Alternatives in Childbirth

Association for Youth in Care

Association of Chiefs of Police for Alberta

Avenue 15 Calgary Youth Centre

Baptist Joint Committee on Canadian Public Life

Big Brothers and Big Sisters

Birthright

* Indicates those organizations who declined attendance.

Boy Scouts of Canada

Boyle Street Community Services Co-op

Boys and Girls Clubs

Calgary Catholic Immigration Society

*Calgary Coalition on Family Violence

Calgary Egmont/Willowridge Community Association

Calgary Family Service Bureau

Calgary Handi-Bus Association

Calgary Multicultural Centre

Calgary Parent Council

*Calgary Regional Association for Quality Child Care

Campus Crusade for Christ

Camrose and District Support Services

*Camrose Lutheran University College

Canadian Advisory Committee on the Status of Women

*Canadian Day Care Advocacy Association

*Canadian Federation of Independent Business

*Canadian Foundation for the Study of Infant Deaths

Canadian Health Care Guild

Canadian Mental Health Association

Canadian Native Friendship Centre

*Canadian Organization of Small Business

*Canadian Paraplegic Association

* Indicates those organizations who declined attendance.

*Canadian Red Cross Society

Canadian Research Institute for Law and the Family

Canadian Sunday School Association

*Capitol Region Improvement District

Catholic Social Services

Catholic Women's League of Canada

Central Alberta Group Psychotherapy Centre

Central Alberta Refugee Effort Committee

Central Alberta Women's Emergency Shelter

Centre for Child and Adolescent Development

Changing Together - Centre for Immigrant Women

*Child Care Network

*Child Care Workers Association of Alberta

Childscope

Church of Jesus Christ of Latter-day Saints

*Citizens for Public Justice

City of Calgary

City of Calgary Police Service

City of Calgary Social Services

City of Edmonton

City of Edmonton Family and Community Support Services

City of Edmonton Police Service

City of Fort Saskatchewan

* Indicates those organizations who declined attendance.

City of Lloydminster

*City of Medicine Hat Police Service

City of St. Albert

City of Wetaskiwin

*College of Chiropractors of Alberta

*College of Family Physicians of Canada

*Community Living Society

*Concordia College

Consumer Education Project, Grant MacEwan Community College

*Consumer's Association of Canada

*Day Care Society of Alberta

Department of Educational Psychology, University of Alberta

Department of Family Medicine, University of Alberta

Department of Sociology, University of Alberta

Department of Sociology, University of Calgary

Department of Sociology, University of Lethbridge

Early Childhood Professional Association

Economic Developers Association

Edmonton Board of Health

Edmonton Child Abuse Committee

Edmonton City Centre Church Corporation

Edmonton Coalition for Quality Child Care

Edmonton Committee on Child Abuse and Neglect

* Indicates those organizations who declined attendance.

Edmonton Council of Churches

Edmonton Family Violence Treatment, Education and Research Centre

Edmonton Immigrant Services Association

Edmonton Jaycees/Junior Chamber of Commerce

*Edmonton Multicultural Society

Edmonton Parks and Recreation

Edmonton Social Planning Council

*Elizabeth Fry Society

*Elks

*Epilepsy Association of Calgary

Family and Community Development Program, Lethbridge

Family and Community Support Services Association of Alberta

Family and Youth Division, Provincial Court of Alberta

Family Enrichment Centre

Family Life Education Council

Family Service Association of Edmonton

Fellowship of Christian Assemblies

Flagstaff Adolescence Addictions Society

Focus on the Family

Foothills Hospital

*Gateway Association for the Mentally Handicapped

Girl Guides of Canada

Golden Image Seminars

* Indicates those organizations who declined attendance.

Good Samaritan Society

Goodwill Rehabilitation Services of Alberta

Grande Prairie Regional College

Grant MacEwan Community College

Headstart Program, Elves Memorial Child Development Centre

*Health Law Institute

Health Policy Advisory Committee

Health Unit Association of Alberta

Home by Choice Association of Alberta

*Indian Association of Alberta

Jewish Family Services

John Howard Society of Alberta

Junior Forest Wardens

Junior League of Edmonton

*Kananaskis Improvement District

KARA Family Support Centre

Keyano College

Kids First

King's College

*Kinsmen Club of Edmonton

*Kiwanis Club

*Knights of Columbus Council

*Lakeland College

* Indicates those organizations who declined attendance.

*Learning Disabilities Association of Alberta

Legal Resource Centre

Lethbridge Community College

Lethbridge Family Services

LIFE Foundation Society

Lifelong Education and Resource Network

*Lions Club International

Living Faith Fellowship

Louis Bull Police Department

McLaurin Memorial Baptist Church

McMan Youth Services

*Medicine Hat College

Medicine Hat Day Care Services/Early Childhood Professionals

Metis Association of Alberta

Metis Children's Services

Michener Centre

Mount Pleasant Community Association

*Mount Royal College

Muttart Foundation

*National Action Committee on the Status of Women

Native Counselling Services of Alberta

Native Employment Services Association

NECHI Institute

* Indicates those organizations who declined attendance.

North American Baptist College

Observation Nurseries of Calgary

Office of the Ombudsman

Onoway Village Office

Orphaned Grandparents Association

Parent Centre

Parents Involved As Partners in Education

Parents' Place

Pastoral Institute of Edmonton

*Peace Region Improvement District

Peace Region Teen-Aid

*Personal Community Support Association

*Personal Development Centre

PIN (Parents Information Network) Magazine

Planned Parenthood

Poundmaker's Lodge

Premier's Council on the Status of Persons With Disabilities

*Provincial Advisory Committee on Families

Provincial Senior Citizen's Advisory Council

Psychologists Association of Alberta

Recreation, Parks and Wildlife Foundation

*Red Deer College

Red Deer Family Service Bureau

* Indicates those organizations who declined attendance.

*Rotary Club

*Royal Canadian Legion of Alberta

Royal Canadian Mounted Police

Rural Education and Development Association

*Saamis Immigrant Services Association

Salvation Army

Sexual Assault Centre of Edmonton

*Shared Parenting Association

Sherwood Park Alliance Church

Social Work Department, Alberta Children's Hospital

Society for Education and Support of Parents

Society for the Prevention of Child Abuse and Neglect

Society for the Retired and Semi-Retired

*Sports Medicine Council of Alberta

St. Anthony's Parish

*Staff Nurses Association of Alberta

*Suicide Prevention Provincial Advisory Committee

Teen-Aid

Teen-Ed of Lethbridge District

Ukrainian Canadian Social Services

*United Child Care Association of Alberta

*United Nurses of Alberta

Ups and Downs

* Indicates those organizations who declined attendance.

Victorian Order of Nurses

Wild Rose Foundation

William Roper Hull Child and Family Services

*Women of Unifarm

*Women's Law Forum

Wood's Homes

*YMCA of Alberta

*Young Life in Calgary

*Young Life in Edmonton

Young Men's Christian Association

*Youth Emergency Shelter

Youth Services and Counselling

Public

In addition to the above organizations, members of the public had the opportunity of attending the conference through their MLA's. Twenty nine members of the public were registered to attend the conference.

MLA's

Thirty three MLA's attended the conference.

Government Departments

Thirty government departments, both provincial and federal, sent delegates to the conference.

* Indicates those organizations who declined attendance.

Appendix B

Detailed Worksheets from Study Groups

Appendix B - Detailed Worksheets From Study Groups

A. Balancing Work and Family Life

Study Group #1
Facilitator: Joan Langille

Issue #1: Awareness/attitude.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Explore myths of "traditional" family.	Healthier attitudes.	Educational awareness.
Added stress, guilt.	More personal satisfaction.	Campaign aimed at various groups.
Less productivity at home, work, community.	Realistic view of life, more options/choices.	
More realistic roles in the family.	Shared responsibilities.	
More family breakdown.	Empowerment of family.	
More stress, burnout.	Anger and resentment defused.	
Limited options.	Equity for women in the workforce.	
Women make uninformed choices about work issues.	Positive action for our future generation.	
Workplace not motivated to change attitudes toward women.	Stable, productive workforce.	
Less productivity and lack of commitment because workplace doesn't recognize needs of employees.	Loyalty, better use of Human Resources.	

Issue #2: Workplace addressing family needs.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Overburdening of women especially with dependents.	Increased morale and productivity.	Tax incentive to employees for: • paternity/maternity leaves • dependent care (child, elder) • counselling services • employee wellness program • flextime/job sharing • staff inservices • parental leave
Less productivity and morale.	Improved mental health.	
More mental health problems	Improved work relationships.	
Children more vulnerable.	Less absenteeism.	
Strain on family relationships.	Improved physical health.	
More family abuse and more stress.	Increased self-esteem and better parening.	Awareness of existing Government programs that address this issue.
More substance abuse.		
Loss of experienced staff.		
Increased use of social services.		

Issue #3: Quality and availability of child care.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Risk of Children developing: • academic, emotional, social problems • dysfunctional relationships as adults • physical problems e.g., disease, abuse, neglect, developmental delays Long term costs to society.	Role of parenting more valued. Family stress level reduced. Long term savings (economic) e.g., remedial problems, delinquency, violence, etc. Money saved now prevents further expenses later. Healthier, more productive society. More choice is available/ better choices (wider variety). Absenteeism is reduced.	**Education:** parenting courses, caregiver training inservice, family life education courses (children too). **Better Standards:** increase ratios of caregivers to children, health and safety training requirements, environmental standards (playgrounds, etc.). **Remuneration/Benefits:** reflect importance of value of child care by increasing salaries. **Consistency of Child Care:** increase knowledge base of children's and families' needs. **Systems of Monitoring Child Care:** impose licensing requirements, Better Business Bureau complaint records, criminal record (nannies, family day homes, workers).

Issue #4: Fairness in all aspects of system.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Women who stay at home are penalized - no tax benefits.	Promotes wellness in homes.	Family Rights Commission.
Extremist groups formed to express anger and concern.	Freedom of choice.	Build a system that allows the parent to stay home.
Fairness issues foster resentment at personal level.	Increases options.	Support to community organizations (for low income families).
Those who try to do well for themselves are punished by losing social subsidies.	Reduces family stress.	Make benefit packages more flexible.
	Less money in subsidies spent by government.	
	Not perpetrating the negative in the system.	

A. Balancing Work and Family Life

Study Group #2
Facilitator: Carl Rausch

Issue #1: Quality of work life.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Burnout - stress.	A just system - care for children/elderly without economic penalties.	Family leave legislation • permanent • part-time • contract
Economic disadvantage for workers with dependents.	More equitable opportunities for promotion.	Affirmative action legislation and programs.
Lack of promotion/advances.	Productive, healthy and satisfied persons.	Consistent and just employment standards.
Overconcentration of females at lower paying jobs and economic status.	Maximum use of available human resources.	Seminars on work stress and family management more widely available, especially to low income families.
Performance sacrificed at work and at home.	Less strain on social networks.	Employee assistance programs (EAPs) e.g., flex time, dependent care, job share, training, multicultural awareness, health and fitness.
Waste of competent human resources.	Promotion of Chart of Rights principles, ILO principles and United Nations principles.	Possibilities of working at home, employer flexibility.
Distribution of rewards on a basis other than competence.		Address issues of minimum wage inadequacy.
		Pre-retirement training and leave.
		After retirement employment possibilities, without loss of benefits.

Issue #2: Responsibilities of governments, employers and employees.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Needs will not be identified/ met.	Human resources will be valued, thus greater participation and productivity.	Need for dialogue between three groups with facilitating mechanism.
Unhappy workers.	Social implications of worker wellness goes beyond workplace (e.g., health care).	Shared priority setting.
Inflexible workplace.	Government will be seen to show leadership.	To accept responsibility need to understand issues - awareness and education necessary.
Unproductive workplace.		Involvement in needs determination, analysis, decision making and priority setting.
Hard to recruit and retrain workers.		Program development undertaken jointly.
Dissatisfied public/poor service.		Identify who represents these groups and how to determine their needs.
Costs money to be inefficient.		
Poor public image.		
Loss of potential to "share" responsibility of costs between three stakeholders.		

Issue #3: Dependent care.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Accessibility/Flexibility:		
• part-time work not feasible, thus limited family income • stress increases • forced into full-time work, less time with family	• Families have less stress and more choices.	• Drop-in centres. • Family day homes. • Increased money for flex-time care, all night care or agency based services.
Quality:		
• children have a negative model of behaviour • money thrown away - no guarantees or accountability • opportunities for abuse/ neglect	• "good citizens" - coping skills, self esteem, productive individuals • extensive family involvement • community input	• Training standards: government monitoring a reappraisal of existing standards for consistency according to structured guidelines • non-profit model i.e., volunteer boards, associations
Stability of Staff:		
• harm to pregnant participants • weaker team • incorrect perception resulting in no recognition of what the program and staff can offer to families • program recipients (dependents) experience developmental setbacks • more need for intrusive intervention programs later on • family stress • hire who is available due to poor salaries	• well rounded social beings with great self-esteem, communications skills • professional commitment and self esteem for workers transmits to a stronger, more integrated family-oriented program, flexible and open (includes multicultural values) • recognize differences and enhances families' strengths	• recognized training programs (e.g., community college) • accreditation screening standards (e.g., security clearance, character references) • salaries reflective of educational level and experience • competency assessment

Issue #4: Equality of benefits for stay-at-home parents.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Not understood by either side (families desiring different systems of child care).	Encourages a diversity of family life.	Determine financial feasibility.
Decreased number of stay-at-home parent families (less volunteers in communities).	Gives parents a balanced choice regarding child care.	Clarify and debate the issues.
Divides women vs. women.	Recognizes child care as worthwhile work for people (mothers, child care staff, nannies, etc.).	Corporations need to accept financial responsibilities - instead of heavy reliability (reliance) on taxing families.
Choices may be made on basis of economics, rather than what's best for child.	Raises status of women's work.	Greater recognition on part of employees that parents exit and re-enter workforce - parenting as a career with marketable skills.
No value to stay-at-home parenting.	Encourages women to blend family life and home responsibilities in the long term.	Address specifics - e.g., UIC, CPP, pension, tax credits, re-entry and retraining in workforce, leave benefits for part-time workers.

A. Balancing Work and Family Life

Study Group #3
Facilitator: Gail Matheson

Issue #1: Flexible and varied employee assistance plans to address differing needs of employees.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Stress level will continue to increase which will have negative health implications, both physical and emotional.	Society, family and employers will share the delivery of services.	Develop and present seminars around the province which will educate employers and employees of comprehensive family supportive Employee Assistance Programs (EAPs).
Employers will continue to depend on public and private care and Social Services, which are already stretched.	Healthier people due to less stress.	Through a public awareness campaign publicly recognize companies' efforts to support employees.
Employee will have increasing difficulty coping in both private and work life.	People have stronger sense of being valued by employer.	Develop resource packages and identify central resource for information on employee assistance.
Constant time restrictions with work and child care detract from employee's ability to fully focus on work and family.	Employees have greater sense of control over their lives and less guilt.	Discuss strategies with labour and union.
Family relationships continue to be strained due to lack of time and energy.	Decrease in absenteeism.	Video or materials prepared which illustrate benefits to society as a whole.
	Increase in company loyalty.	To encourage the development of EAPs that offer a variety of benefits from which employees can choose and which are evaluated and researched by employees annually. Smorgasbord of child care, elder care, counselling, etc.
	Recognition of time needed for family.	
	Affirms the importance of family and the role of caregivers and parents.	

Issue #2: Genuine options for families to ensure good quality care for children.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
If poor quality child care (e.g., training) won't have the kind of adults we want (productive, creative).	Increased value society places on kids and those caring for them.	Develop public contact for input.
Lack of services and parental leave benefits (e.g., pensions) for parents who stay at home therefore more living in poverty.	Less family stress.	Develop mechanics for communication with media.
More absenteeism at work.	Increased productivity.	Approach selected business leaders to discuss strategies (circulate research papers for persuasion).
Less productivity.	Less usage of health care.	Encouraging government to be role models regarding E.A.P.s - flex-time, employer centred child care, paternity leave.
Burnt out work force.	Empowerment leading to having control over aspects of life.	Explore benefits and options for homemakers.
Health care costs increased.	Increased motivation.	
Continued excess stress on families, e.g., high divorce rate, high family violence rate, high suicide rate.	Less turnover.	
	More people paying taxes.	

Issue #3: Public awareness on the value of children to society and need to support parents raising children.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Day Care		
Lack of quality child care.	Skilled workers. Improved image.	Increased training/education requirements for workers. Increase assistance workers for training, E.A.P. benefits.
Education - All Forms		
Continued disintegration of family well-being. Parents lack skills to promote self-esteem. Lack of support for non-traditional families.	Reaches the masses quickly. Helps parents cope/teach/ support. Helps parents with real challenges of parenting.	Use Media to send positive messages about family role models. Promote self-esteem in families including children through courses. Use of role models for parenting to provide examples of successful coping strategies.

Issue #4: Increase supportive resources in the community

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Stress.	Happier families.	Training of volunteers for a variety of support groups (counselling, parenting).
Family violence.	Less need for social agencies.	More community involvement in the elementary grades, i.e., police, seniors, community groups (adopting, grandparent program, etc.).
Breakdown of families.	Perhaps lower taxes due to less preventive programs needed.	Increasing business awareness of day care, parental leave, and more empathy toward parents and children.
Low productivity.	More productivity in the business community.	Government awareness, i.e., • funding for training of volunteers • more promotion of resources through media • more resource people made available for public
Higher crime rate.	Less bureaucratic involvement.	

B. Families and the Community

Study Group #1
Facilitator: Michelle Kirchener

Issue #1: Empowerment of the Community.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
If you want cost effective solutions, give people resources (dollars and human resources).	Greater community involvement therefore greater sense of ownership in the community (greater pride and interest, more volunteer help).	Anti-Poverty Campaign (Edmonton) child poverty action.
If you don't use community resources, you lose money.	Cost effective to have community help themselves.	Community Economic Development.
Stress is formed on the family if self-help groups are not empowered.	Health and Social Services cost reduced.	Education should be a priority (i.e., distance learning), Head Start, Community schools (decisions to be made with local community authority).
Lack of communication - services are not being used well.	Stronger and healthier family life therefore healthy community.	Inter-Agency cooperation.
If you don't have community empowerment, you need more government bureaucracy.	Links of communication result in cooperation - services are better utilized.	
Apathy.	Greater efficiency less bureaucracy.	
	Independence, confidence, involvement, interest, resourcefulness, sense of belonging.	

Issue #2: Social consequences of economic priorities.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Increased need for "Band-Aid" services.	Increased self-esteem.	Discuss and educate.
Higher levels of unemployment.	Less stress, more personal control, less family violence, less family breakdown.	Research and analyze which will be used by the community.
Increased disparity in income levels.	Reduced expectations, live within our means.	Neighbourhood discussions.
Breeds greed.	Less personal and public debt.	

Issue #3: Linkages between physical, economic and social planning.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Planning continue to be reactive.	Proactive development.	Planning driven by social need/concerns (not only money).
Continued segmented and disjointed planning.	Coordinated - less strain on resources.	Inform residents of all options.
Fractured decision-making.	Livable communities.	Build "bridges" between diverse interest groups.
Top down planning.	Empowered people and communities.	Develop skills at local level.
Isolated and disempowered population/community.	Social issues would be addressed.	Develop flexible structure/ process.
Environments that do not address emerging social/ cultural/recreational/ environmental issues.	Educated community.	
	Healthy, strong individuals and families.	

Issue #4: Workplace support for families.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Stress (more absenteeism).	Less absenteeism, holistic wellness, in terms of family, individual and company.	Job share, trade-off of time.
Less productivity because of family problems.	More productivity, less stress due to lighter work load.	Omcrease understanding on part of the employer.
Improper placement of values in the employer's eyes.	Better communication leads to better understandings.	Policy instituted to recognize the importance of family state of wellness.
Lack of communication in terms of productivity.	Less stress from family to work and work to family.	Examine attitudes.
Lack of cooperation between employers and employees.		Training programs.

B. Families and the Community

Study Group #2
Facilitator: Carol Stuart

Issue #1: Defining family and community.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
If the family remains unclearly defined or people work from different definitions then it becomes pointless to use the term family in public policy or service delivery. It will not be possible to help a family. Families and individuals in need of service may fall between the cracks and services will be duplicated and resources improperly invested when family remains unclearly defined.	If family is clearly defined then service delivery is optimized and individuals who need help will receive it. Services will be the least intrusive as possible if the definition is clear.	In order to resolve the definitionial issues a variety of strategies are possible. Researching a variety of family definitions is one option. A poll of Albertans to define the term within our province may be useful. Examine the functional relationships of family and community as they currently are.

Issue #2: Identification of community resources.

Implications If Not Addressed

If community resources remain hidden and/or potential resources are not identified and developed then there is potential for duplication of services and the elimination of other needed services. Waiting lists can be long as some families are unable or unwilling to go outside of their community. Funding may be misaligned if community resources are not identified and supported. Volunteers are seen as a cheap service provider rather than a resource to be appreciated and supported. There may be some gaps in services that could be provided by the community.

Benefits If Addressed

Through the identification of resources within the community a better decision making process will occur which includes consultation, a broad base of community input, and enhanced community ownership.

Overall promotion of the communities' well-being can occur.

Community resources will become better allocated and ultimately a cost-saving for social services.

Possible Strategies

A number of strategies to identify and enhance the use of community resources were identified. The use of volunteers can be a major focus but strategies to support and reward voluntarism must be in place. Such strategies could include:

- advanced educational and training opportunities in volunteer management
- tax benefits for volunteers
- commitment of funding to invest in voluntarism and community development as they grow and develop
- targeting specific areas of volunteer availability (e.g., seniors, social assistance)

If issues are identified and resolved at the most local level then community resources are available and utilized at the "front-end" of the process.

Issue #3: Empowering communities to participate.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
The potential that exists in communities can be missed when the top levels of government continue to make decisions without community input. Mistakes will continue to be made resulting in a blaming process. The community will cease to have ownership and the "grassroots" of the community will not be reflected in programs for families.	As communities become empowered to participate in planning, developing and implementing programs the community becomes not only self-sufficient but proud of their accomplishments. The grassroots are involved in the decision making. Through the process the community establishes a resource base and becomes aware of the strength within the community and its existing resources. Learning through experience occurs in the community. The family would become empowered. Often these spin-off results are more important than the original intent of empowering the community.	The process of empowerment should involve: • identification of the key issues and people • gathering information from all levels of support • determine the strategies • compile profile of local talent and an information/resource base.

Issue #4: Changes in personal and family expectations.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
As changes occur in expectations and values related to the family low self esteem occurs and the family will not operate at an optimal level. If changes do not occur a continual dependency on government will happen.	If the changes occurring in values and expectations surrounding value transmission are addressed then values can be left intact and/or supported as they are now. Family functions will be improved. Better solutions will occur through creativity.	To begin to address this issue the level of awareness regarding options to families should be raised. Families need to be educated about options and about changes that are occurring. The content of television for example could be addressed and controlled at a community level.

B. Families and the Community

Study Group #3
Facilitator: Keith Walls

Issue #1: Integrated family policy.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Adverse consequences if all policies are not considered.	Family has priority in government policy.	Bring to constituency meetings.
Financial burden.	Comprehensive policies.	Talk about it at conferences.
People get lumped together.	Coordination of services.	Set up family policy for municipalities and the private sector.
Gaps, overlaps of services.	Clarity for families as to where they fit in.	Letters to editor.
		Contact MLA.
		Define family.

Issue #2: Building support for prevention programs.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Temptation to cut programs/ services.	Higher level of understanding and support for prevention.	Review of prevention programs.
Difficult to measure services and justify needs.	Less crime, less cost to society re. treatment, jail.	Argue quality vs. quantity and explain the significance.
Soft services vs. hard services.	Feeling of community-trust and security.	Attempt to quantify what we do in our communities, how we have helped, what we have accomplished, look at trends, numbers, support etc.
Benefits and implications of programs won't be realized.	Sense of satisfaction could lead to re-election of politicians.	Identify new prevention strategies.
	Higher self confidence, self esteem.	Look at new ways of using professionals - to train and support community.
	Most agencies are dependent on statistics to ensure their existence. By providing opportunities for those most likely to succeed in their programs they will encure.	

C. Supporting and Strengthening Families

Study Group #1
Facilitator: Mahlon Weir

Issue #1: Public policy on the family.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
All family members will not be able to live up to their full potential. Families will continue to be devalued.	People will reach their potential, contribute to their families and society resulting in a richer, empowering and productive community.	Inform the electorate. Need a commitment to political action to ensure fairness, justice and equal opportunities for all families. Restructure the tax system. Redistribute money and priorities e.g., family allowance, daycare subsidies. Review all government policies related to the family with regard to the policies' commitments to families. Responsibility for government accountability regarding the family should be elevated to the Deputy Premier level.

Issue #2: Utilizing community resources.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Continued duplication in certain areas i.e., homecare.	Efficiency! effectiveness, equity.	Delineation of services.
Continued lack of services in certain areas.	More opportunities.	Accessibility of services needs to be examined.
Expending of funds inappropriately i.e., redistribution is needed; education dollars are being spent in non-education care/ services.	Better utilization of money resulting in more to go around.	Community league enhancement.
Untapped potential not utilized, especially in rural areas.	Networking will help discover where duplications exist and where other needs not being addressed exist.	Cooperation between schools and community agencies for working with children, i.e., community schools.
Sense of competition between government and community groups will continue, rather than working together.	Improved quality of life, for individuals and families.	Development and recognition of lay volunteer training.
		Interagency cooperation to address prevention and treatment services.
		Volunteer sector initiatives, i.e., tax and time credit on tax return.
		Government responsibility for community enhanced (provision of resources) programs must be maintained.

Issue #3: Redefining our mindset.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Money being spent to no purpose.	Better treatments established.	Treatment methods should be evaluated for effectiveness.
"Help" programs are ineffective.	Money used more effectively.	Involve more lay people and volunteers in helping troubled families.
Too much faith is placed on "experts".	Focus on strengths of families.	Promote acceptance of a broader range of family groupings.
Exclude and label basically healthy families, homosexual parents, joint custody families, poor families.	Wide social acceptance of "different" family types/ groupings.	Apply cost-effectiveness standards to expenditures of funds.
Families that experience trouble are judged as ineffective/unacceptable.		

C. Supporting and Strengthening Families

Study Group #2
Facilitator: Cheryl Crocker

Issue #1: Definition of the family.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Continuation of a patriarchal system with the power for decision making and who presently defines the family.	Options will be opened for people.	Expand the definition of family to include the "types" of families that exist: nuclear, single parent, extended, adoptive, gay and lesbian, childless, handicapped/disabled, common-law, two income, and recognize, affirm, and celebrate the cultural, ethnic and spiritual diversity within each type.
Continuation female poverty.	Obligations to children will be fulfilled.	
Continuation of conditions which result in family violence and violence against women.	Sense of self for both men and women.	
Increasingly inhumane institutions which don't respond to human needs.	Institutions will move to a more balanced sense of control.	Review and revise legislation at the federal, provincial, and local level as it may adversely affect policy impacting upon the family.
Rights and needs of children will not be addressed.	Industry will become family friendly.	
Non control over life.	Realistic social programs will result.	Launch an ad campaign to seed new ideas/vision of the family with a specific focus on specific target groups such as children.
	More even distribution of economic wealth.	

Issue #2: Prevention.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Increased cost.	Decreased strain on financial resources.	Reallocation of resources to increase the dollars spent on prevention without adversely affecting the immediate nature of treatment programs.
Increased taxes.	Decreased costs, taxes, family breakdown, violence and abuse, drug and alcohol abuse and illiteracy.	Education and planning done with individual participation at the grass roots level -- a bottom up approach to planning of services.
Increased family breakdown.		Identify potential problem areas -- macro and micro.
Increased violence and abuse.		Services and coordination which emphasize accountability, communication.
Increased drug, alcohol abuse.		Implementation of a multi media strategy with an emphasis on prevention -- "you don't have to be sick to get better".
Increased illiteracy.		
Loss of universality of things like health care, social assistance.		
Increased crime and delinquency.		
Unhealthy communities.		
Decrease in the number of skilled workers.		
Loss of public support for the government/politicians.		

Issue #3: Family Policy Grid.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Policies will continue to be driven by politicians.	Allows social consensus before implementing policies.	Create an infrastructure to evaluate what families need from the bottom up and in a democratic way.
Policies are one sided.	Coordinating mechanism.	Representation should be from all levels including citizens, families, corporate world, academia etc.
Loss of accountability.	Weighs both sides of the issue.	Decentralize systems such as taxes to be relevant to individual interests.
Resources not used effectively.	Would be at arm's length of government.	Bring the choice of distribution of benefits down to the community level giving the individual the option to purchase support services.
No coordinating point for policy making.	Government is obligated to be responsive to recommendations.	
No defined process for evaluation.	Sensitive to both government and citizens as it functions between and within the two.	
Lack of ability to respond quickly to changing trends.	Politicians would make educated policies.	
Government will be reactive not proactive.	Empowers families, individuals and communities.	

C. Supporting and Strengthening Families

Study Group #3
Facilitator: Bill Forbes

Issue #1: Empowering and encouraging individuals to accept responsibility.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
If we do not accept responsibility all programs and efforts will fail. Responsibility must be at individual and at family levels, i.e., raising our own children vs. universal daycare.	Improves self-esteem, motivation and ability - community pride.	Promote and give recognition to self-help groups.
Governments and other "experts" will assume responsibility if we do not.	Healthy individuals help others to help themselves.	Equip people with appropriate tools i.e., books, resources. Napkin Notes - the Art of Living.
Abdication of responsibility results in unhealthy families and communities.	Discover, develop, deploy natural leadership within communities.	Improve accessability to available Government programs.
Governments will always be the rescuer and will result in waste and expense.	Children observe and learn from good examples.	Remove stigma associated with seeking help i.e., tax deductible marriage counselling.
	More cost effective, reduce deficit.	

Issue #2: Impact of policies - federal, provincial, municipal - on families.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Fragmentation of family - economic development, employment. Mental health of family suffers. Communities become less supportive of families.	Achievement of 8 elements: • security • stability • time together • access to basic resources • belief in ideology • community (respect, spirit) • peace and justice • acceptance • public awareness	Involve family with other interest groups. Impact analysis of all legislation (Family Day). Use media for public education (educate media first!). Evaluate proposed policies through such vehicles as white papers, pilot projects.

Issue #3: Enhancement of children's and adolescent's mental health services.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Kids will continue to fall through the cracks - families disintegrate.	Healthier families.	Clarification of responsibilities of Government departments.
Unhealthy, unstable children will become unhealthy, unstable adults - financially, socially.	Kids who receive treatment become better adjusted members of society.	Community involvement in solutions.
Revictimization - children who have been abused can't get therapy - again, one is a victim of a lack of services.		Increased resources to cover preparation, community treatment, residential treatment (long term treatment) (continuation of care).
Continued increase in juvenile delinquency.		Public awareness of society about mental health issues.
		Evaluate present resources to make sure they are being effectively utilized.

Issue #4: Engaging of the community to support all families.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Increase of substance abuse.	Less discrimination.	Peer counselling.
Looking at family with respect to very narrow focus.	More productive people.	Counselling for all family members, separately and as a family unit.
Ghettozation: • increase in discrimination • increase in violence	Fewer children apprehended.	Ensure human rights protection for all groups.
Separation of family members.	Fewer individuals leaving family of origin.	Access to training and support (education) to encourage peer counselling.
Loss of cultural awareness.	Supporting cultural heritage.	Using community influence to encourage hiring practices that are fair and community involved.
Lack of access to services.	Decline of substance abuse.	Accessing community talents/abilities for common good.
Lack of attainment of education.	Decline of monies spent on remedial work with respect to families.	Recognize that nobody's perfect.
If we don't have a broad definition of family, community won't be able to recognize the varying family units.	Increase in self esteem, values/character.	Bring in outside programs e.g., group to encourage self-help; groups to teach parents parenting and life skills.
Fewer job training programs.	Will maintain family unit.	School curriculum should be modified to recognize this need.
Lack of rural services.	Protection of all forms of family.	
	Access to education.	
	Access to sufficient food and shelter.	
	Nutrition training.	
	Society more caring for each other.	
	Better cross-cultural acceptance.	
	Improvement of standards of living.	

C. Supporting and Strengthening Families

Study Group #4
Facilitators: Jean Campbell and Joe Hornick

Issue #1: Tax considerations, benefits considerations, recognition considerations for spouses that stay home to look after the children.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Less incentive for one parent to stay at home to care for children.	Better quality managed families.	Change tax law.
Higher unemployment.	Increased family time.	Pension plans for stay-at-home parent.
Gives parents less choice in decision to work or not to work.	Less cost for day care.	Increase family allowance for low income levels.
Increased stress.	Decreased health cost.	Affirm the choice to stay home and care for children.
Less family unity.	Fewer latch-key kids.	Dental and eye care for low income families.
	Increased voluntarism.	
	Higher level of caregiving to extended family.	
	Healthier communities.	

Issue #2: Education and support to families at the preventive level to deal with such issues as family violence, choosing day care, etc.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Increased costs of remedial care.	Decreased cost of remedial care.	TV commercial to educate and inform i.e., benefits of family life, child care options, support groups.
Escalating family problems.	Stabilization/security.	Examine home care options.
Unawareness of choices available e.g., support groups, educational programs, child care options, etc.	Individuals empowered to take responsibility.	Develop parent care.
Uninformed/inappropriate choices made.	Positivity of family and community elevated.	Provincial consultant to: • coordinate community resources • be liaison between government/community
	Family unit accepts more responsibility for own quality of life.	Subsidizing unlicensed care i.e., neighbour etc.

Issue #3: Workplace support and education for family needs: job sharing, part-time benefits, on-site day care.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Continued and increasing stress on families • time loss (sickness, leaves, turnover) • business inefficiencies (loss of competitive position in the marketplace)	Staff commitment to contribute to their fullest capacity.	Increase government support for community based services.
	Increased productivity.	Increased financial support for EAPs.
	Recognition of family realities.	More flexibility in application of employee benefits (e.g., shopping list of benefits).
Higher costs for remediation/ intervention when problems arise (health care, institutional costs, treatment, education, study/research).	Long term intergenerational benefits (e.g., wellness vs. dysfunction).	Built in day to day supports (e.g., exercise, recognition of job performance, emotional support, work teams).
	People feel more empowered and can control their own lives.	Financial support for construction, operation and staffing of on-site day care.
Family breakdown • societal breakdown (e.g., more kids in care, legal implications - Solicitor General's Department, Young Offenders' Act	Reduced costs of external controls (e.g., correctional services).	Legislation for paternity benefits, part-time benefits, job sharing redeployment counselling.
	Improved quality of life for everyone, including the community.	Preparation for developmental stages and tasks (e.g., retirement).
	Improved educational/life skills benefits (investment in our future through enriching our children's lives).	
	Support for parents on the job means these parents are in a better position to support other community members (e.g., high risk populations).	

Issue #4: Creation of positive economic and social environment in which parents and siblings can be educated to care for each other and spend quality time together e.g., pension, tax, savings.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Status quo. Increase of family problems • abuses • emotional instability • family breakdown Society breakdown.	Decrease in social service expenditures, in turn diverting these funds to pensions, tax credits, home care of children and elders. Decrease in family breakdown, abuses, stresses. Strong family unit. Better quality of life for family and society. Increase in family community involvement.	Tax incentives, tax breaks for single parent, spouse at home, multi-sibling families. Education • family budgeting • parenting skills • sibling relationships • awareness of support programs and agencies • the realization of a stronger family unit, stronger community and stronger Alberta

C. Supporting and Strengthening Families

Study Group #5
Facilitator: Lynn Bowditch

Issue #1: Support, education and caring for our children and families.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Financial burden on society and a decline in value of family.	Costs for rehabilitation will decrease; finances will be freed to promote "healthy living".	Identify and educate community to easily accessible (24 hours and rural) and affordable services.
Lost potential of these children - they cost society rather than benefit.	Potential for children is constructive rather than destructive.	Coordination and collaboration of services.
More polarization.	Less polarization, appreciation and recognition of differences.	100% essential services funding so that donations may be used for support services and enhancement of services.
Volunteer segment being stretched to limit.	Family unity - costs are lower if children are within own family.	Early identification and intervention which may prevent damage entirely.
"Burn out."	Children learn what they live.	All levels of government and agencies should cooperate in sharing and educating communities about services available.
Added costs of professionals.	Volunteers wouldn't be stretched to the limit (i.e., 3 year average foster parent).	Professionals need to educate parents and volunteers with regard to support groups.
	Trained child care workers to have more rewarding, less stressful jobs.	Use the media (i.e., television) as a tool.

Issue #2: Poverty as a destructive force on families.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Trend toward have and have nots will continue.	Healthier, more productive society.	Tie social allowance realistically into the Consumer Price Index.
Problems within families will become greater given the economic stress and reduced opportunities.	Less social and economic costs.	Access to more educational funding for individuals who were under the custody of Child Welfare. This should extend to the age of 25 or 26 years should they decide to return to school.
Has a direct impact on institutionalization and crime rate, etc.	Less stress on society as a whole.	Working poor should be heavily supported for housing, day care, counselling and training.
Increased political instability as people group to address it.	Recognition that poverty is not a way of life.	Community based policy on poverty.
Abuse, lack of aspirations, and incentives gets passed on from one generation to the next (despair).	Less expectation by families that the social system will take care of them.	Community based boards of directors for regional and local offices of Alberta Family and Social Services.
Suicide rates, illness, infant mortality rate increase.		Youth and adult long term work experience programs combined a "staged" educational upgrading system.
		Increase the amount of money clients can earn before the department starts to reduce welfare.
		Legal advocates for disadvantaged families and youth.

Issue #2: Poverty as a destructive force on families (continued).

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
		Clients are capable of making the best decisions given the supports at their disposal and should be treated that way. Educate clients on the legislation and policies that affect them. Make them educated consumers. Recognize that single women who are head of households need support more quickly than others.

Issue #3: Changes now/prevention now (a shift toward prevention).

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
By not moving to prevention we cannot keep up with rehabilitation. The cost of rehabilitation is too high - both financially and in lost human resources. Frustration and burn out of staff and volunteers requiring more support for them (geometric escalation of the problem). Those who are already being compromised (sick, those in poverty) will not be able to continue carrying the burden.	Solve the problem before it happens. Solve the problem before it gets worse. Solve the problem before it's too late. Political benefits • role in world seen as positive (proactive) • cost benefit reduce social and financial cost • long term benefit (even though increased short term costs) "Saving" the workers/ volunteers can give time and attention to building society/being creative • well people do positive things	Monitoring and evaluating existing and proposed policies and programs in terms of their effects on the family. Refer to: A Strategy for Strengthening Families: Using Family Criteria in Policy Making and Program Evaluation. A Report of the Family Criteria Task Force. Theodora Dons and Steven Preister. Empowering families. Educational programs e.g., pre-marriage, parent support, marriage enrichment, pre-parent learning, communications skills (programs that deal with communication skills and learning how to act in relationships). Cooperation among organizations in community. Community development programs supported financially with government funds and the human resources from the volunteer network.

Issue #3: Changes now/prevention now (a shift toward prevention).(cont.)

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
		Media affirmation of families e.g., AADAC - implemented on a broader scale to promote family values and healthy ways of relating to this in society. These strategies need to be policy driven at a comprehensive level e.g., government department, corporate level, integrated preventive orientation. Needs of minority families (racial minorities, those with disabilities) be addressed as there may be needs different from the status quo.

Issue #4: Support for Metis families.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Needs of Metis families will not be adequately met until they are developed, designed and delivered by Metis people themselves. Cost to government re: above.	Families begin to feel a sense of empowerment and belonging (ownership). Save money.	Views need to be listened to. Community development approach. Accountability • programs • Metis communities political M.A.A. Need own definition (prevention, intervention). Transfer of authority via Framework Agreement.

D. Learning for Living: Strategies for Promoting Family Development

Study Group #1
Facilitator: Andy McPhee

Issue #1: Prevention.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Increase in family violence.	Reduced cost of Social Services "eventually".	Research into what factors contribute to family strength and stability.
Teenage pregnancies.	Increased productivity.	Suggest funding this research with money from Alberta Drug and Alcohol Abuse Foundation.
Substance abuse.	Increased social stability.	Education based on above research findings.
High rate of divorce.	Less dependency.	Promoting positive models.
Suicide.	Greater self-esteem.	Awareness of available resources.
Aids.	Decreased human misery.	Support and encourage the promotion, education and awareness at the local level.
Complications in care of aging.		Emphasis on volunteers.
Increased costs in treatment/ reactive services.		Ensure adequate funding of existing agencies rather than creating new agencies or bureaucracy.
Loss of productivity.		

Issue #2: Support services.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
High incidence of corrective treatment.	Better quality of life.	Using volunteers.
Patterns of continued abuse are established.	Less cost to tax payer.	Funding for volunteer coordinators for existing agencies.
Higher burden on tax payers.	Breaking of destructive patterns.	Continuing training of volunteers.
Higher burden on justice system.	Less utilization of the justice system.	Establishing a network for existing agencies both government and non-profit.

Issue #3: Identify value of life long learning.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
High incidence of corrective treatment.	There will be creative approaches in addressing different learning patterns.	Use of mass media for • programming - making programs more in the style of mass media so they will be accepted by more people • getting the message across e.g., AADAC, Mormon Church ads
Patterns of continued abuse are established.	Improved communication within families.	Finding out where the community is.
Higher burden on tax payers.	People will be receptive to new learning and have the courage to be imperfect.	Make learning fun/positive/ humorous.
Higher burden on justice system.	Increased awareness to alternatives which should lead to improved personal decision making.	Address life cycle needs such as intergenerational care.
	Improved character virtues.	Take programs to where the people are e.g., in daycares, high schools, senior's groups.
		Formally support "learning for living" programs.

D. Learning for Living: Strategies for Promoting Family Development

Study Group #2
Facilitator: Carol McArthur

Issue #1: Moving from a medical/illness/deficit model to a wellness/strength model.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Dependency. Growth in costs. Vicious circle of stigmatization.	Earlier recognition of problems. Virtuous circle of empowerment and promotion of competency. Mutual support and an enhanced sense of community. Reduced labelling and stigmatization. Prevention rather than treatment after the fact. More acceptance of diversity.	Design a program to deliver wellness content through: • School System • Churches • Community Organizations • The Workplace • Mass Media Design innovative ways to motivate people to participate e.g., develop incentives. Examine personnel policies to ensure they support a wellness focus.

Issue #2: Promoting community/neighborhood rather than relying on agencies -- leadership skills.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Dependency on government will increase.	Relationships built - people helping people; Elders counsel.	Community participation in needs and program development.
Breakdown of community.	More responsible connected society.	Agencies train lay caregivers.
Family violence, breakdown (secrets).	Preventive (an ear to the ground).	Clarify values.
Cost escalation (hard in face of cutbacks).	Expectations aligned closer to real affordability.	Education (schools? other groups) and promotion.
Irresponsible society.	Faster integration of new immigrants.	
	Less violence.	
	Value in parenting.	

Issue #3: Empowering individuals through education, information, resources, wellness/growth model to allow choices.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Continued rehabilitation.	Preventive rather than corrective.	Teach about/explore choices.
Waste of dollars.	Move away from institutionalization.	Long term investment.
Projection of blame (government, "others").	Less competitiveness.	Education re: rights and responsibilities for everyone.
Need for care.	Stronger families, communities.	Dialogue on empowerment (interdependence).
Intrusive treatment (more expensive methods and more problems created).	More active citizen participation.	Active dialogue with politicians at all levels.
More interdependence .		Examine methods of child rearing and the consequences of each.
		Preventive strategies.
		Work with all ages.
		Impressive campaigns re: supporting families (AADAC).
		Improve societal attitude to change.
		Citizen advocacy groups.
		Awareness of larger social contacts for difficulties.
		Examination of causes instead of band-aids.

D. Learning for Living: Strategies for Promoting Family Development

Study Group #3
Facilitators: Ron Brown and Colleen Jenson

Issue #1: Coordination and cooperation of services/government/ volunteers.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Waste of resources.	Cooperation strengthens.	Build on resources which already exist in communities.
Duplication of service.	Gaps more likely to be filled.	Review the bureaucratization of private agencies.
Fragmentation of service.	More resources directed to service delivery.	Make Public Service bureaucracies become accountable to the community and service providers (a two-way street rather than present one-way).
Loss of standards/quality.	Planning not done in isolation. Government/ community can cooperate.	Create a clearing house of resources.
Confusion to clients.	Agreement on priorities.	
Destructive competition • to agencies • to clients	Community has substantial input and impact.	
Insecurity • focus on survival	Volunteer resources used more efficiently, roles more clearly defined.	
	Increased range of choices.	
	Increased use of community resources.	

Issue #2: Prevention.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Increased financial costs to: • individual • family • government • community	Increased self esteem - satisfaction strength-stability.	Provide opportunities for people to develop the skills needed to accept responsibility/planning for themselves • education
Increased crises in family situations.	Optimal development of children and other family members.	Media e.g., Participaction.
Increased problems with delinquency, drug abuse, child abuse, etc.	Learning to make choices and take responsibility for themselves.	Enrichment/supervision of children after school.
Increase of crisis and increase of time, energy and money spent on crisis intervention.	Empowerment of individuals and families to help themselves.	Long term planning vs. short term.
Continuing deterioration of family unit and individual strengths.	Focuses on positive aspects and builds on strengths of families.	Greater coordination of and support for existing delivering agencies/supports.
System ends up dealing with secondary problems vs. primary/original issues.	Working with issues at a more manageable level.	Increase government commitment to prevention.
Cut-backs in crucial services in communities.	Less money spent on treatment.	Increase and support social skills.
• crisis • alienation • inadequate abilities to cope with life • lowered self-esteem • less effective in using potential	Healthier individuals, families, and communities.	

Issue #3: Education as a life long process/decrease stigma.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Not available to all people.	In the long run fewer resources will be needed.	"Participaction" model of promotion.
All people won't fully participate.	Stress related illness decreased.	Training and development of leaders/facilitators.
Those already skilled learn more.	Creative energy released to enable people to add to society rather than being a drain.	Facilitation model not knowledge based model.
Drain on community resources of the individual/ family.	More responsible individuals.	Curriculum development.
Change will become more difficult through transitions if we don't become educated as to process.	Less drain on community/ government resources.	Continue support of current delivery systems. Excellent existing ones i.e., FCSS, Rec. Departments, churches, cultural groups, AIFE, Further Education Councils, Colleges/Institutions/ University Further Education Departments.
	Constructive coping/problem solving.	Training courses on the job through business, government, non government organizations etc.

Issue #4: Research - exploratory and developmental.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Service providers are left unaware of other programs which can lead to either duplication of efforts or not implementing promising improvements already tested elsewhere.	Better utilization of resources. Enhance the effectiveness of existing programs. Developing new programs and/or integration of material into other generic educational programs (i.e., interpersonal communication skills are of value to individuals at home, school and work so such skills do not have to be taught 3 times to any one person). Research can establish baselines so that one can see progress being made.	Central clearing house and funding for such research. Share research instruments and findings. Long term follow up research. Research about the "hard to reach".

E. Financial Health and Families

Study Group #1
Facilitator: Richard Ouellet

Issue #1: Implications of taxation system.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Re: Tax $ Held		
• month to month income reduced • "binge" spending • encourage sale of income tax return • lowers ability to save (RRSP)	• month to month income increased • discourages "binge" spending • discourages sale of return • encourages filing return • provides savings ability on a budgeted basis	• use previous years income to determine deduction • increase access to exemptions • provide advance GST rebate • increase basic deduction to reflect poverty line
Child Care		
• encourages use of paid child care • increases latch-key kids • increased day care demands	• encourages stay-at-home spouse • provides consistent "in-home" care • reduces demand on day care • intrinsic value of raising your own children	• create a deduction for stay-at-home, as is the case for child care • provincially subsidize plan
Divorce Support		
• encourages higher income spouse to leave • increases co-parenting thus decreases stability • increases support needed for single parent families	• discourages abandonment • stable milieu for children • encourages counselling	• provide comparable deduction for "intact" families • eliminate "divorce deduction"
Canada Pension Plan		
• no access to stay-at-home parents • financial stress at retirement	• 55 to 65 income for widowed or divorced	• payments to CPP allowed on basic income (index)

Issue #2: Funding of Social Programs.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Continuation of band-aid approach.	Prevention costs less than "patching" in the long term.	More emphasis on funding (federal and provincial) for prevention diminishing the need for crisis care.
Increased economic polarization.	Healthier society.	Part of prevention must be a basic income for those unable to earn own living.
Increased dissatisfaction/ unrest.	Empowerment of people i.e., recognition of own worth and responsibility.	Centralization or integration of support services so people don't fall between cracks.
More people in poverty.	Better quality of life for all.	Extend health care benefits and school supply fees to working poor.
		Extend support of children until end of high school rather than age 18.
		Honour individual initiative and sense of worth.

Issue #3: Policies related to cause/prevention of inequalities.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Negative situation persists.	Allow maximum input (voice to voiceless) by all groups.	Public review of social allowance.
Increase in poverty.	Better data base.	Review social allowance procedures and caseloads.
Health, education lowered.	Gets rid of biases.	Rates for social allowance should be indexed to consumer price index.
Family breakdown.	Children would benefit.	More research and education as to who social allowance recipients are.
Increase in crime.	Empowerment of social allowance recipients.	More research and education as to who the working poor are.
Increased injustices.	Heightened priority for social allowance spending.	
Terrible human waste.	Increased public understanding.	
	Empowers the working poor too.	

E. Financial Health and Families

Study Group #2
Facilitator: Elinor Burwash

Issue #1: Declining financial health of families particularly single parent female heads.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Declining health of children over a long period.	Less long term financial needs placed on "Government" systems in the long run.	Establish independent public review of social (financial) assistance service system (as was done by Ontario in 1986 - Thompson Commission).
Leads to poverty continuing through adult life (poor children - poor adults - poor senior citizens).	Promoting a more participatory class of people as obstacles to participation removed.	To develop objectives and principles to guide the Government in re-structuring social service programs to meet the changing needs (diversity) of families.
Promotes cyclical/ intergenerational culture of poverty and hopelessness.	Poor feel more a part of their own solution.	Involving community based agencies with already established relationships with poor in working toward their own solutions, re-allocating existing resources (both financial and manpower) to identified needs of members of the community.
Adverse effects on education for lifetime i.e., early slow learners, behaviour problems in school, high school dropouts.	Encourage the rise of a new generation without such a broad distinction of them (the wealthy) vs. us (the poor).	Need for Family Impact Statement for all Government policies and legislation.
Focus on education is diverted in an attempt to solve multi-faceted problems that poor children bring to school with them.	Better educated/skilled youth - becomes part of "adult world" and work force.	
Lack of participation of poor people in almost every facet of society.	More realistic and more appropriately used health care system (preventive rather than always emergency needs).	
	More just/equal role of women in society.	

Issue #1: Declining financial health of families particularly single parent female heads. (continued)

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Government will be forced to intervene more along the way i.e., apprehend children at risk if real financial support not put up front.	Less families needing to put up with physical abuse/violence and therefore a break in the generational cycle of this abuse.	Build "healthy communities" by finding econimical ways for community development to begin in economically disadvantaged communities.
Increased use of emergency (temporary) services (food banks, emergency hostels...).		Use strength within poverty stricken groups i.e., female support groups - to help themselves with solutions.
Social problems rise (rates of alcoholism, crime, violence, destructive behaviour).		Promote societal attitudinal change from private ("my children") - public ("our children") concern for the health of families and their communities.
Greater long term public costs (health-emergency hospital use, Social Services, loss of educated youth).		Provide opportunities i.e., through media - to broaden public awareness and support for building healthier communities.
Greater alienation, anti-social behaviour - civil unrest as larger gap emerges Rich and Poor.		An independent review of the causes and dimensions of poverty in Alberta with recommendations for action to eliminate poverty.
Growth of permanent underclass in society.		
As more financial stress on single parent females, less time for quality child care.		

Issue #1: Declining financial health of families particularly single parent female heads. (continued)

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Parent females forced to stay in abusive, violent relationships (w/children) due to relying on men for financial support.		
Increased breakdown of families due to many pulls/stresses in different directions.		
Increased mental illness and needs for those services.		
Increased incarceration.		
Increase poor population.		
Increasingly difficult to redistribute income due to increasingly high levels of education required in order to access the labour market and thus accumulate funds to meet higher level needs.		

F. Health and Families

Study Group #1
Facilitator: Ann McCluskey

Issue #1: Better communication between government departments (health, education, social services, environment).

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Duplication of services.	More could be accomplished with less cost.	Evaluation of present programs within all departments and reallocation of funds.
People falling through the cracks.	Less duplication.	Elimination of inappropriate or duplicate programs.
Increased cost.	Benefit to more vulnerable clients with multiple problems.	Communication through regular meetings of department heads, memos, etc.
Departments competing for funds to the detriment of the individual.	Decreased costs.	
	Reorganized and more appropriate programs and reallocation of staffing.	

Issue #2: Promote family involvement in student health education.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Students may get conflicting messages and experience friction/inconsistency between home, school and community.	Increased family communication, harmony and stability.	Involve parents in curriculum by having take-home material requiring parental sharing and involvement.
Children and parents may develop dichotomous perspective on health issues independent of discussion and interaction with one another.	Strengthens ties between individual, student, family and institution.	Make school philosophy recognize parents as active educators.
Lose holistic perspective. Parents best know their whole child but are not involved in issues, hence, "health" receives a relatively impersonal, non-holistic, non-individualized treatment.	Recognizes family/parents as resources.	Have open agenda meetings with a facilitator, involving parents and educational community.
Family fragmentation.	Fitness/health continues past just school environment.	Acknowledge to the student, the role values play in health issues.
	Holistic approach; shared family perspective.	
	Parents get supportive of programs.	
	Family values are reinforced by the institution so that the student receives consistent message.	
	Optimum health; healthier kids.	

Issue #3: Accessibility for all to a wide range of community based health care services.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Spiralling health care costs.	Empowerment of the individual in the management of their own health care re: choice and information.	Availability through self referral.
Continued narrow focus of health care services.	Wider range of services available to a broader range of people.	Recognition of a range of alternate health related services and support for their use.
Continued inefficient deployment of professional expertise.	Lowering of health care costs via use of a variety of services (less use of hospitals; fewer expensive medical services used; decreasing number of doctors).	Decentralize/deinstitutionalize health care by moving it out of hospitals and into the community/neighbourhood.
Continued power in the hands of doctors.	Better use of existing expertise.	Mobile treatment and prevention services to outlying areas.
	Sharing of existing responsibilities in delivery of health care i.e., doctors and nurse practitioners.	

Issue #4: Preventive approach/focus.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Continued increasing costs. Continued growth of health problems.	Savings of money and time as treatment programs and institutions are used less • less hospitalization, medication etc. Healthier people who are more productive • decreasing emotional and mental health problems resulting in less crime, less alcoholism and savings in costs of rehabilitation, prisons etc.	Take money saved on treatment, therapy and rehabilitation and put it into prevention. Raise public awareness of prevention to encourage "regular check ups" - mental, emotional and physical. Give rewards and incentives for being healthy and well e.g., trade sick leave for annual leave - rewards for limited use of health care. Have mandatory mental days for re-creation of energy and strength.

F. Health and Families

Study Group #2
Facilitator: Debi Piecoye

Issue #1: Support to family caregivers.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Family breakdown/ deterioration, stress, increased cost to care for members suffering because of breakdown, loss of identity, self esteem, poverty (through single parent families), increased divorce, delinquency, increased suicides, increased substance abuse.	Improved family relationships.	Greater recognition of parents.
Defective/impaired parenting.	Improved mental well being, physical well being, emotional stability, self esteem.	Promotion and accessibility of premarital counselling services/programs.
Values of the relationship among family members lessened and weakened. Results in loss of support system.	Parenting skills improved and encouraged.	Programs, incentives, policies, support systems in support of all aspects of family life.
Overload on government especially social services system.	Reduced stress on community resources.	Encouarge parents to express their views, concerns, ideas.
Children will not be valued, cherished, important.	Better adjusted children who become contributing, profitable citizens in the community and the world.	Encourage all caregiving agencies to seriously fulfil their mandate as it relates to the family.
	Social problems significantly reduced.	Community-based education programs readily accessible to families.
	Greater ability to make choices for a healthier and happier lifestyle.	Family concerns heard prior to any policy change affecting children.
	Greater productivity, decreased work absenteeism, reduced costs to business as time lost to illness decreases.	

Issue #1: Support to family caregivers. (continued)

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
		All family policy, programs, and legislation pertaining to family services must be reviewed to ensure they are effective, efficient and relevant to the various communities. To promote conditions i.e., parenting programs, which will strengthen families particularly Metis families.

Issue #2: Healthy public policy.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Children's Bill of Rights		
• uncertainty of well being • inequity in services	• clarity of rights • accountability • right for standard care province-wide • right for standard education province-wide	• review legislation
Services Bill of Rights		
• potential abuse • increased institutionalization • increased family stress	• increased wellness • better family relationship • decreased caring costs	• review legislation • respite care • home care • adult daycare
Food Labelling		
• confusion • potential health risk for those on diet restriction	• better nutritional awareness • better knowledge • better well being • decreased obesity and heart disease	• review legislation • standards
The Environment		
• increased contamination and pollution • increased illness and poor health • increased health care costs • destruction of the environment	• reduced costs • increased well being	• review legislation • family and individual participation in recycling program • create and implement guidelines

Issue #2: Healthy public policy. (continued)

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Healthy Workplace Lifestyles		
• decreased productivity • increased family stress	• increased productivity • better health • decreased absenteeism	• encourage healthy policies in the workplace • introduce incentives
Day Care Standards and Availability		
• irregular quality care • unavailability of quality day care	• consistency in quality of care • consistency in quality of staff	• review legislation • regulations for staff

Issue #3: Family violence.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Increased cost to taxpayers.	Save money on health care, mental health care, judicial system, social programs, etc.	Educate public on judicial system, police, teachers, mental health, social services etc.
Increased need from Social Services, Mental Health, hospitals etc.	Decreased substance abuse and abuse.	Teach clients to use health care system appropriately.
"Cycle" is never ending.	Reduction in violence in society, schools.	Support groups for children and battered victims.
More marriage breakdown.	Lower suicide/homicide rates.	More shelters for victims.
More violence in society and at schools.	More stable relationships.	Health programs within shelters.
Increased use of the penal/ judicial system.		
Stress related illness.		
Inability for children to learn.		
Mental and physical health problems.		
Neglect of children.		
Need for more foster homes.		
Increased alcohol and drug/ substance abuse.		
Increased suicide/homicide rates.		
More people on welfare.		

Issue #4: Health promotion/disease prevention.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Occurrence of disease continues to escalate. People will not have skills to make appropriate choices necessary to maintain and improve their health. The long term benefits associated with coordinating the following with health promotion/disease prevention programs: • environment • education (illiteracy) • social services • financial support will not be realized. This would be more costly and less effective. Programs will continue to be short term, expensive, band-aid treatments/ approaches. Highly vocal, special interest groups will continue to dominate funding for health care system. Others may be left out.	These programs will lead to healthier individuals and healthier families. This will reduce health care costs over a period of time. Gives people the skills to take responsibility for their own health. These same skills will improve family functioning in a number of areas including financial, emotional, etc. Children brought up in families where healthy behaviours are practised will have a headstart into carrying these skills into their adult life, and their own families. For seniors, these programs will lengthen the time that they remain independent, "self-sufficient" in their own homes. These programs will provide a coordinating function. Duplication of services will be reduced. Integrating "complementary services" will be possible among various groups, organizations.	Conduct basic market research, needs assessments with all Albertans involved to determine actual needs in the area. Take a multi-disciplinary approach to health promotion.

G. Families and the Education System

Study Group #1
Facilitator: Jane Ranger

Issue #1: Education of a child is a shared responsibility.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Stakeholders will continue to work in isolation.	Networking of resources and programs "don't reinvent the wheel".	Create a registry of services that are effective.
Duplication and gaps in service.	Possibly decrease bureaucracy by putting local people in touch with local agencies.	Interlocking circles of influence rather than top-down mandating.
Inconsistency of service.	Better adult education and improved parenting skills.	Need grass roots consultation and input into policy.
Lack of knowledge of what is available or what can be accessed.	Student achievement improves directly with the amount of family participation in education.	
Diminished local autonomy.	Respect and understanding of education improves if business and community are partners with schools.	
Poorer quality of education.	Alienation decreases e.g., work experience programs and guest speaker programs etc.	

Issue #2: Quality and appropriateness of programs.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Higher percentage of dropouts.	Increased student comprehension/literacy.	Parent/student/teacher involvement in defining programs, resource commitment, accountability.
Literacy problems increase.	Well rounded students.	Teacher training and teacher support, sense of communal purpose among stakeholders in child's education.
Social/identity problems.	Makes learning more exciting/satisfying for students.	Re-assess university programs - longer practicums.
Students not able to find and hold jobs or handle adult life.	More committed educator, challenged and supported.	Development and provision of diverse and rich range of resources, materials.
Loss of good educators.	Teacher satisfaction - feels successful - conveys enthusiasm.	Program which introduces educational programs to parents.
Integration of de-institutionalized special needs students needs special provisions.	Less truancy, disciplinary problems.	
Programs need to challenge as well as support.	More student self-esteem, therefore less negative peer influence.	
	More responsible children.	

Issue #3: Roles and responsibilities of school and families on moral issues.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Cause breakdown of communication, trust between parents and school, children and parents.	Better feeling between parents and school.	Access to teaching materials.
Lead to unhealthy lifestyles.	People will make decisions for themselves.	Give more flexibility to local school boards in deciding moral policies.
No one takes responsibility for moral education, school thinks parents are doing it, parents expect schools to teach morals.	Parents won't be afraid to speak out.	Forum between teachers and parents.
for evaluating resource material.	More understanding and piece of mind.	Use four criteria in evaluating moral issues • safe • legal • healthy • constitutional
More divisions and private schools.	Society will become more moral.	
Parents will abdicate their roles.	Teachers carry out the mandate of the parents.	
No accountability or evaluating is done.	Will result in basic moral values re-established.	
Values are taught regardless, it is better they are consciously chosen.	Better quality choices.	
	Less social programs resulting in less government spending.	
	Students are not confused.	

Issue #4: Communication and understanding of each other's role.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
More children at risk.	Clear, logical clarification of true status of education funding.	Tax credits for businesses who support partnership programs with either manpower or finances.
Increased taxes.	If parents are involved, greater morale, student achievement, effective schools, higher initiative, student commitment.	School boards should have communications departments.
If people are not communicating misunderstanding occurs and the child suffers.	Harmony and satisfaction.	Government departments must cooperate i.e., Family and Social Services and Education.
Increased educational taxes.	Financial support - business involvement on a volunteer basis.	Greater acknowledgement of parental role in a child's education.
Increased cost of services.	If government agencies cooperate cost of services is reduced, efficient delivery of service.	
Unmet student needs.	Accountability.	
Power broking at all levels (fragmentation).		
Chaos, anger, disillusionment, apathy.		
Loss of good resource people, and business partnerships.		
Government departments are fragmented, not coordinated.		
Students slip through the cracks.		

G. Families and the Education System

Study Group #2
Facilitator: Gerry Kilgannon

Issue #1: Develop "organic" partnerships consisting of the child, family, school and community groups, for the purpose of equal sharing of common goals and dreams to meet the needs of each individual child.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Economic		
Erosion of taxes because of a tax revolt.	Needs of all (child, family, school, community) being met.	Equip all partners (teachers, parents etc.) with skills strategies and good will to persevere through: • liaison • workshops • school board policies • media marketing • B.Ed. curriculum
Costly duplication of services.		
Economic stagnation because of drop-out work force.		
Social		
Early drop-out of students.		
Kids "hitting the skids".		
Isolation and detrimental peer influences.		
Emotional		
Conflicting expectations.		
Lower self esteem.		

Issue #2: Equitable access to quality education.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Multi standards of education.	Increase in standard of living.	More effective use of community school concept.
Polarization of school attendance.	Ensure higher standard of education.	Locally based program development vs. department based.
Abandonment of some schools.	Enhanced student achievement.	Positive communication of school program.
Discrimination.	Broader public support base.	Breaking barriers.
Increase in private schools and home schooling.	Lower school staff stress.	Sufficient funding - flexible funding support for equitable program development.
Range of choice diminishes.	Increased range of student choices.	Appropriate staffing e.g., multi-disciplinary teams, facilitator vs. lecturer, social/ academic experts.
Continue high drop-out rate.	Community school concept enhanced.	Avoid formula education i.e., distance education is not equal to equity.
Perpetuation of social problems.	Reduced social problems.	
Increased illiteracy.	Student satisfaction/improved attendance.	
School staff stress.		

Issue #3: Provide children with the kind of education that will enable them to meet the needs of today and tomorrow and to be responsible, ethical decision makers.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Greater social problems.	Fewer social problems.	Generic concepts such as global awareness, environmental issues, health, etc. should be taught in all subject areas, at all levels.
Greater economic problems.	Less poverty.	Teachers need skills to become facilitators.
Greater division between lower and upper classes.	Individuals more responsible for themselves.	Children should be taught how to access analysing and evaluating information.
More societal costs due to need for society to support those who cannot cope.	Shape the world we want to live in.	Have family workshops to help parents understand children's learning.
Society more reactive than proactive.	Increase in character skills related to ethics and values.	Have parent volunteers to work with school in area of self esteem.
Lack of character skills development.	Positive, safer environment.	Identify needs.
Negative world, lacking environmental resources.		Voluntary agencies to be involved in clothing and feeding children.
		Communication and cooperation of different agencies to meet the variety of needs of the child.
		Increase the use of the community school concept.
		Decision making input should be as close to the child as possible; establish policies to make parent and student input possible.

H. Families and Leisure

Study Group #1
Facilitator: Carolyn Dieleman

Issue #1: Education and lifestyle practices.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Difficult to define leisure • time • opportunity • feeling	Families would be healthier.	Develop brochures, courses, and more conferences such as the Lieutenant-Governor's Conference.
Overemphasize on structure.	Families would be more well rounded.	Don't focus only on school but use a school/community/ family approach.
Need for diversity in leisure/education.	Families would be more functional.	Take a longe range focus.
	Families would enjoy a deeper sense of being.	Look for shifts in values and attitudes.
	Families would enjoy greater self esteem.	Study participant/cohort groups from cost perspective of health, social and emotional stability.
	There would be an ease of transition between life stages for families.	Add hard costs/numbers in whatever form, i.e., how many people use a facility, to optimize resources.
	They would feel in more control of their lives.	Change attitudes then activities will change.
		Increase availability of education to everyone.
		Create awareness of variety of leisure opportunities.

Issue #2: Access/opportunities.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Increased violence.	Better health.	More parks.
Stagnation of society.	Growth and learning will occur in society.	Rural urban exchange.
Increased alcoholism.	Mental and physical fitness.	Further development of river valley i.e., trails (Edmonton, Red Deer, Calgary etc.).
Divorce (family breakdown).	New experiences.	Swimming should be free.
Withdrawal from society.	Meet needs of more people.	More effective promotion of available opportunities.
Resentment toward government.	Preservation of natural resources.	Funding for operational costs.
Loss of votes i.e., due to concern over equitable access.	Meeting others.	Each MLA should hold local constituency meetings concerning leisure to get input from residents.
Loss of spirituality.	Satisfaction with government programs.	

Issue #3: Advocacy/lobbying.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Reduced quality of life.	Improved quality of life.	Government of Alberta proactively promote the development and provision of leisure for all Alberta.
Increased health care costs.	Reduced health care cost.	
Increased juvenile delinquency.	Corps of active volunteers.	Adopt Hyndman commission recommendations.
Increased family breakdown.	Improved productivity of healthy people.	Preventive initiatives are more cost effective than treatment expenditures.
Increased social service costs.	Young people have opportunities for positive behavior.	Development of marketing and education programs.
Loss of productivity.	Reduced stress for families and individuals.	Develop new strategies for rural Alberta to experience leisure activities outside of traditional facilities.
	Reduced social conflict.	Government ensure that ALL taxpayers who paid for facilities are able to use them: user pay means the economically disadvantages subsidize the higher socio-economic groups e.g., local authorities access other revenues, develop less expensive leisure opportunities within these facilities.
	Learn to appreciate people from other cultures and points of view.	

I. Families and the Law

Study Group #1
Facilitator: Miki Wood

Issue #1: Reconstruction of Family Law legislation.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Expenses will increase.	Positive statment of responsibilities.	Request law reform action at Attorney General level.
Unnecessary trauma.	Better dispute resolution.	Review existing proposals in Alberta and elsewhere • support • chilren • cohabitation
Non-resolution of issues.	Effective understanding and better education.	
Higher divorce statistics.	Uniformity with other jurisdictions (federal and provincial).	Statement of political resolve and action.
Lack of remedies.	Update old concepts and definitions.	

Issue #2: Public education and awareness.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Problems will continue into the future.	Social benefits.	Centralized information bank at local level - provincial government coordinated.
Injustice to those who are unaware.	Fewer problems.	Introduce in school system (credit courses) - life skills, marriage, child care, etc.
Prejudice against ill-informed.	Know where help and service is available.	Adult education programs.
Missed opportunities to access services and to affirm rights.	Preventive approach.	Workplace information, assistance, referrals, awareness of existing information.
	Cost effective.	

Issue #3: Definition of family.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Inconsistency of treatment.	Greater certainty of responsibilities and rights.	Create a legal definition (or set of definitions) to define responsibilities and rights between "family members".
Inequities within programs.	Less gender inequality.	Permit, encourage contracts between people to establish their own rules if they don't want the "legal" ones to apply.
Uncertainty of where people "fit in".	Reduce breakdown by better understanding of obligations and expectations.	Publicize/educate - people must know what will happen if they don't take any steps and what steps they can take.
Inability to present coherent statement about family responsibilities and rights (depends on status, not function).	Greater individual responsibility and commitment.	Require marriage contract or acknowledgement that statutory contract will apply before issuing marriage license.
Does not reflect reality of social relationships.	Removes traditional roles - defined by the parties.	Account for implications of new reproductive technologies in the "default" definitions of "family members" rights and responsibilities.
Decreases respect for the justice of the law.	Greater protection for children.	
Expense of trying to get definite answers from courts and personal/emotional costs of trying to establish rights/ responsibilities.	Understanding of competing demands of dependants in different forms e.g., first, second marriage children, elderly parents, former spouses, ill or handicapped family members.	

I. Families and the Law

Study Group #2
Facilitator: Barbara Olsen

Issue #1: A new Family Law Act.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
Unknown, unpredictable laws re: family.	Law clear and predictable. Rational results more likely. Consider mediation and expert witnesses.	Maintain political momentum.
Fragmented, band-aid approach to problems of family.	Law will encourage settlement rather than litigation.	Lobby individually and collectively.
Piecemeal approach to legislation.	Specialized court leading to overall fairness.	Network like-minded groups/ individuals.
Vested interest groups dicate policy.	Family law gains respect.	Conferences with MLA's involved in working groups.
Cost-prohibitive, limited access to courts for disadvantaged.	Leads to more effective and economical results.	Encourage competent research and request action on recommendations.
Mixture of old and new laws do not address problems of average modern families.	Unified comprehensive approach to modern family.	Resolution to come from this Conference.
Kids lose.	Make family law more humane, social policy society can use as guide.	Approach Canadian Bar Association and Law Society for support.
Potential for more crime and mental illness.	Less enforcement problems, income security, less need for government services.	Approach individual MLA's and Ministers.
Forum shopping.	End forum shopping.	Publicize through the press.
		Approach corporate sector for support.

Issue #2: Define family today.

Implications If Not Addressed	Benefits If Addressed	Possible Strategies
The present mythical definition of family is obsolete. Disenfranchises 87% of today's population.	Realistic and practical new definition - will include all modern relationships. The definition will make the law, programs and services more appropriate to today's society.	Within the definition consideration must be given to the following individuals: • child (if any) • biological parent(s) • step parent(s) • adoptive parent(s) • grandparents (whether biological, step or adoptive) • adult in the house • significant adult(s) to the child

Appendix C

Conference Evaluation Report

Appendix C - Conference Evaluation Report

251 evaluation forms were received from the 451 registered delegates. Attendance numbered over 500 with inclusion of special guests.

Questionnaire Results

A. General

1. What is your overall impression of the conference? Poor 1 Satisfactory 2 3 4 Excellent 5

226 people answered section A.

3 people circled no. 1
24 people circled no. 2
73 people circled no. 3
96 people circled no. 4
30 people circled no. 5

B. Study Papers

1. How effective were the study papers in your preparation for the conference? Poor 1 Satisfactory 2 3 4 Excellent 5

202 people answered section B.

7 people circled no. 1
27 people circled no. 2
95 people circled no. 3
58 people circled no. 4
15 people circled no. 5

C. Plenary Sessions

1. How well did the keynote speakers contribute to your understanding of family issues? Poor 1 Satisfactory 2 3 4 Excellent 5

217 people answered section C.

6 people circled no. 1
10 people circled no. 2
57 people circled no. 3
95 people circled no. 4
49 people circled no. 5

D. Workshops

1. How useful to you was the information presented in the Workshops?

Poor		Satisfactory		Excellent
1	2	3	4	5

221 people answered section D. (first workshop)
212 people answered section D. (second workshop)
However, many did not indicate the workshop titles

first workshop	second workshop
(5 people indicated a 0)	(9 people indicated a 0)
36 people circled no. 1	35 people circled no. 1
66 people circled no. 2	62 people circled no. 2
45 people circled no. 3	44 people circled no. 3
54 people circled no. 4	33 people circled no. 4
15 people circled no. 5	29 people circled no. 5

E. Study Group Discussion

1. Rate the effectiveness of your study group.

Poor		Satisfactory		Excellent
1	2	3	4	5

221 people answered section E.

(4 people indicated a 0)
11 people circled no. 1
14 people circled no. 2
61 people circled no. 3
87 people circled no. 4
44 people circled no. 5

Conference Evaluations: Report

Introduction

About half of the conference participants submitted evaluations. There is a sufficiently wide range of opinion on most topics to verify an accurate representation of the diversity of conference participants. What is included here is a sample of typical comments from evaluations.

Themes

There are several recurrent themes echoed in the evaluations. In general terms, these could be described as:

- an appreciation of the excellent organization of the conference.
- some expressed concern for the "showiness" of some of the events.
- the wish for more time to consider these serious and wide ranging issues, and to consult with others about them.
- real concern for the seriousness of intent of the Premier's Council to utilize the work done at this conference and follow up on these public recommendations.
- an overwhelming expression of hope and commitment to families by individuals wanting to do more, personally and professionally, as family members, community volunteers and advocates.

A.1.Overall Impressions

These comments capture a sample of general participant response to the conference.

Comments

- Came to conference feeling angry and somewhat negative - am leaving conference with a great deal of hope for the future for families and communities. Lets all work together as a whole family and make it all come about better.
- I feel optimistic that much will come from the study groups - to implement policy.
- Lt.-Governor's Banquet and Reception a real treat.
- This was an excellent start. We should attempt to hold similar workshops within local centres - to get local input.
- I found the keynote speakers to be the most beneficial part of the conference, in increasing my understanding of family issues.

- Please continue the process begun in the study groups.
- I have been enriched and will take 8 tapes back to promote in my community.
- Thank you for a stimulating and exciting time!!
- The Family Fair was a super idea.
- I am pleased by the selection of Stockwell Day to chair the committee.
- Felt like the organizer spent a lot of time anticipating our needs for a good conference.
- Appreciated the shuttle bus.
- You did a great job!
- Entertainment excellent.
- Less time in gala events.
- There were some excellent, stimulating speakers!
- Needed more input from the Native population, and more on dysfunctional families.
- Greater participation of parent groups would have been appreciated.
- I felt that families not-in-crisis were shunted aside in favour of a focus on crisis families.
- Very, very well prepared and organized. Incidently, my children appreciated greatly the Sunday "Family Fair" and meeting Premier Getty.
- Well organized, a good selection of presenters.
- I think it was well planned and that the speakers were all quite interesting. I liked the video, the Oratorio, and most components of the conference. I'm not really sure what was missing but there was not that spark that I sometimes feel at a conference. I guess the political back-patting that kept being repeated left me with a bad taste - an emphasis on the family is not new. Mr. Getty didn't discover the family.
- Meeting together with other delegates that have common interests and also many different personal experiences was very beneficial.
- You can always learn something from these conferences. Families are important and I commend you for making a commitment to this worth while program.
- I was very pleased it was not just professionals and government agencies etc., but available to the ordinary citizen for their input.

- I acquired a better understanding and acceptance of different methods and needs in parenting, child care, etc.
- The conference stimulated a lot of thought, examination and reflection. This is good.
- I had 2 children in the daycare and was very pleased with the quality of care provided.
- Needed one more day of workshops.
- Lack of "ordinary" people.
- There should have been a greater emphasis on the spiritual aspect contributing to healthy, happy homes.
- I personally appreciate our Provincial Government and all who were involved in planning and preparing this event. A good beginning indeed. God bless you all.
- Many thanks to government for giving such importance to the family. The meals and entertainment were great. Well organized.
- Thank you very much!
- I hope something practical is done with recommendations coming out of the conference.
- The Overview of the Workshops time could have been more productively used either in workshops or discussion groups.
- Too representative of religious groups of Alberta, and too many people with a narrow agenda.
- The banquet was lovely.
- It was frustrating having both an informative and a communicative conference all in one. It seemed there wasn't enough time for either.
- That Native people were not very much included.
- Too lavish. Entertainment although enjoyable was not necessary.
- Good idea - but seemed too broad. Perhaps 3-5 major issues could have been addressed this year -more next year.
- The conference addressed very few real issues.
- For me during the Tuesday & Wednesday, I felt everything was well done.
- It strengthened my own convictions.
- The people contacts I made may help me obtain funds for enhanced services to refugees.

- Not enough time to mingle with large numbers of excellent human resources.

A.2. Recommendations

Although not addressed by all respondents, this section reflects the many different suggestions that were made. There seemed to be an assumption by many participants that this conference was the first of many.

Comments

- Make certain the youth (15-25) are represented.
- Next time, more involvement of groups not in the mainstream - native, immigrant; more family people with no agency association; one more day!; more study work on single parenting.
- Needed more time to "socialize" and get to know people.
- There should be a similar series of conferences on social issues in Alberta.
- Could the study groups be held over 2 days?
- Another time; no overview - less entertainment - at least 3 workshops.
- More balance representation from families of all economic/educational/ethnic background.
- Invite more women's groups.
- Could put small discussion groups on first day and have instructive sessions the following day. This might allow time for more input.
- Provide time to attend at least one more workshop.
- Invite people who are willing to accept concepts that apply to a broad cross-section of Albertan's, rather than ones who hawk narrow, vested interests.
- Keynote presentations were excellent. Perhaps they could be shown on T.V. or made available through ACCESS.
- I would like to see some of the management level staff in the organization in which I work included in a conference like this. They are the ones who have the power to make some of the changes recommended.
- Provide a list of agencies (and their addresses) attending to help further networking.
- Should have had a question period after the Minister's (Oldring's) speech.

- A conference specifically addressing the various forms of the families e.g. nuclear, blended etc. would be a great idea - have it in Calgary next time.
- Do this again please! But perhaps more representatives from business - human resources of large corporations.
- Would be good to do this in Calgary and Edmonton, to allow more participation.
- Do not have it in conjunction with Family Day Fair. It's too tiring.
- It could be longer if it retains a broad focus, but may be more appropriate to try issue-focused conferences to cover off the diverse range areas which impact families and to ensure that work continues to be done in all areas.
- Fewer workshops offered with the chance to go to 3. Perhaps 3 days but not so rushed - i.e. 9-3 p.m. I was too tired to enjoy my family after it!!
- Need more input time from delegates.
- More emphasis on and involvement needed by disadvantaged families.
- Involve more ethnic people. After all, we have different cultures and traditions in families and different standards of living.

B. Workshop Usefulness

Comments

- I feel that I chose workshops on topics that I was already quite familiar with. I did not learn a great deal of new information in these sessions.
- Nice to see such a wide diversity of talented people from around the country assembled to speak with us.
- In relation to the workshop on Child Care, the speaker should understand that child care is not just daycare.
- Should have included a discussion component in each workshop.
- Needed more time for workshops; more chances to attend different workshops.
- The Indian and Metis felt that they should have special portions in the program. I disagreed. They are a part of our province.
- Farm families are a very important factor in Alberta families. They must be acknowledged as such!

- Too bad we couldn't take them all, or at least more of them.
- Both extremely interesting. I would have liked to have been able to attend 2 more.
- Both workshops were excellent. I would have liked to have attended more.
- Needed a workshop on single-parent families.
- Mr. Low, in a Workshop "Our Children, Our Future", sure boosted my self esteem. It was great.

C. Study Group Discussion Effectiveness

Although several participants admitted that they initially reacted to the imposed discussion process, most went on to say that they had their most beneficial experience at this point in the conference (day 2). Many even expressed admiration for the civility and openness of fellow participants, despite widely divergent points of view. Almost all expressed the hope that the results of these discussions would be utilized, and the exercise prove not to be a futile one.

Comments

- All participants seemed painfully sincere and optimistic about being heard.
- The interaction between professional/non-professional, urban/rural was super.
- This was the most important part of the conference and could have used most of the two days. The structure and format were excellent and should be used again.
- Good cross section of opinion - from parents, teachers, trustees, economist's, and professors.
- Wonderful!! A highlight of the two days!!
- It becomes interesting, when views are very divergent.
- I thought the enthusiasm level was excellent. Very positive discussions.
- It is sometimes good to talk to people with whom you agree to disagree.
- Thanks for the opportunity to share in the impact of planning for the future of families. Families are so very important.
- It was a real broadening experience.
- Great!
- Not only did I get to voice my opinions, I learned ... and felt our proposals were valid and useful.

- I liked the format - presented one issue focus and limited potential for grandstanding. Facilitator was super.
- This was the "meat" of the conference! We should have done this on the first day and given more time for more input.
- Good leadership and good results, though I would have liked a bit more time.
- I appreciated the way our study group participants listened to each other's points of view and worked hard to represent a variety of wide ranging concerns and solutions for them.
- The diversity of views on some subjects was overwhelming.
- Some people forgot the group process and wanted to push around individual ideas.
- Productive and satisfying.
- Process was well planned and outlined.
- I was sceptical after the first day, but I found the group so committed about having an impact that they were wonderful to work with, and worked very hard during the short time allowed.
- Very worthwhile.
- Time limit was insufficient to deal with these important issues.
- Very good exercise! Not in futility, I hope!
- Will our material be used?
- Because of the divergence of personal views and special interests it became impossible within the time frame to discuss all of them.
- Concept is excellent. Based on total length of conference, a good percentage was given to this portion. It was too rushed, too short, but a good beginning.
- Each participant was listened to in the study group and we were able to come up with some excellent strategies. Our facilitator was excellent.
- Excellent way to gather information and opinions. Hopefully it will be listened to.
- I suppose the real effectiveness will not be known until we see the action, or inaction, that follows.
- It was amazing to see consensus among all group members, however diverse. The Premier's Council must pay attention!
- Everyone was task orientated, and we all respected each others views and opinions.

- We covered a lot of work in our study group and were very satisfied with the information we all produced.
- Family violence is a very important issue to me. I voiced my opinion and was respected. Our problems in my community were discussed in great detail.
- Inadequate time to conquer a monumental task.
- Groups too diverse, so not enough time to develop and debate ideas.
- Great idea - lots of brainstorming well facilitated, helpful in defining issues strategies. Great opportunity for networking, learning.
- Found the time was much too limited to do something worthwhile.
- Very interesting process. Good for us to see how our needs easily melted into common goals.

D. Intended Follow-up Action

Because of the heartening breadth of personal commitments made by conference participants at the conclusion of the event, this section reflects the whole range of individual intentions indicated in the evaluations.

Comments

- I plan to examine the report thoroughly and work for change to reduce or eliminate the trend of the market towards part-time work.
- As a government employee, more of the same likely, but with a greater awareness.
- Write a report.
- I would hope that the Premier can come to understand that we all value families in all their diversity: all "good" families are not "2 parent - 2 kids - middle class families".
- Involvement in public hearings if they occur.
  i)Report to Local FCSS, Agriculture Discussion Group.
  ii)Use the new concepts in brain storming in my community to plan strategies to meet needs.

- Feedback to my organization, which needs to advocate for leisure and leisure balance.
  i)Monitor the policy developments of the Premier's council.
  ii)The membership on the Premier's council should have been decided upon by public. It should be non-partisan and co-chaired by all 3 parties.

- Encourage point of view paper from my group.

- Use information to form mission statement for FCSS board.

- I plan to continue on the course of voluntarism that my family and I have been on for over 25 years. Our hope is that we have made a difference.

- Strongly suggest family law reform.

- Make self more available for training lay persons.

- Will write to Premier's Council; will contact some MLA's.

- Contact colleagues I've met at conference for continuation of discourse.

- Very interested in the resulting report and future initiatives.

- I hope we may pull the groups in our community together to discuss the benefits of family support in every aspect.

- Will my time have been worthwhile or will nothing happen? Will the Council be powerless as only an advisory council?.

- Hopefully, learned some ideas to facilitate in a rural community.

- I have become more aware of "family", it's complications, it's importance, and how women have a great effect on our future because of their changing roles.

- Encourage Native Communities to set up family policies.

- It is my understanding that public forums will take place on those issues and I will participate and bring others.

- Keynote speakers were excellent. I intend to follow up on using some of them at future conferences.

- Keep recommendations on the political agenda.

- To share the enthusiasm and commitment on this conference and what I feel is the great value of it with others and to encourage others to take part another year.

- Let people know in our small community about the support systems that are available.

- Read the other background papers.
- Introduce new ideas to group personnel development programs.
- Pass on information about conference issues to my students.
- Continue to press for government legislation for child care standards in both family day homes and group child care, with minimum training standards for care givers.
- Encourage the province to at least catch up with other provinces, on child care.
- Lobby government for equitable benefits to all parents regardless of choice in child care, and a system in which those benefits are tied to need.
- Tell other families about the issues raised at the conference. Make sure the follow-up report does not end up on a shelf and that the government really does take some action towards the family.
- Send completed report to participants and ask for written follow-up from participants.
- Read works of some of the very intelligent, perceptive people I heard speak.
- Plan to circulate tapes to friends and associates.
- Order tapes for school library.
- Speak to my community and promote further integration of families, communities and government.
- Attempt to get input from ordinary people as to their needs, concerns and visions.
- I will be making a summary available to the Boards I chair and the clients served, which number collectively 53,000 Albertans.
- Examine my personal family situation and implement change; encourage my husbands business to become a more aware, flexible employer - congratulate my employer on her innovation, flexibility and general sense of being ahead of her time!
- I will be more intentional in concern for employee's family concerns.
- Got some thoughts that today seem radical, but are workable.
- Intend to become more involved and vocal in educational issues.
- Report to National Council of Welfare as Alberta representative.
- Work will go on - will struggle day to day to get across the need of services and needy groups whose needs have been hardly looked at to date.

- Advocacy: will watch closely for progress from this conference and keep in touch with MLA.
- Promote agriculture farm people as reputable business people with family needs very different to urban and rural. I was disappointed at the choice of an MLA as chairman of the Premier's Council.
- Letter writing.
- At my work I am doing research on the social health of Albertans. I hope to include many of the dimensions discussed within the study.
- Do some follow-up reading.
- Continue volunteer work in community perhaps not taking on a 2nd paying job, but spending more time with my family.
- I am anxious to see if any recommendations/suggestions are implemented.
- Focus on research in professional work i.e. more family history in teaching etc.
- Pass on the knowledge gained to members of my organization.
- I would like to be further involved in health care planning which needs to be much broader than is now.
- We (general public - caregiver) need to give more information to MLA's, funders, etc.
- Look forward to the conference report and sharing it with others.
- Hopefully, there will be another conference to update the concepts of positive family living.
- Network with others in the prevention and treatment of family violence.
- Spend more time with my family.
- Increase the FCSS focus on children - to make children a priority for funding research etc.
- Increased networking. Further contact with some participants.
- Report back to agency - adopt a family system context in future discussions.
- Feedback to my own school board.
- Attend public forums and make presentation if such are held.
- Share findings with nursing and community groups to which I belong.
- Report to employer.

- I obtained some interesting notions from both workshops that I will think more about in my position as an FCSS board member.
- Write the Minister saying: Please consult the groups excluded; e.g. Front line workers with families - gays/lesbians - immigrants - childless couples - women's groups - teen parents.
- I will continue to lobby the government for policy changes pertaining to the poor.
- Work to eliminate poverty through increasing public awareness of the need to invest in human resources.
- Talk with others in my field/workplace.
- Evaluation (personally) of my own values. Looking for and dispelling the myth under which I operate.
- Community forum on these issues.
- Talk to MLA and MP.
- Make members aware of available resources.
- Further personal research into potential areas of involvement.
- Advocate to government members.
- If no action soon, then a new provincial government!

Appendix D

Resources Available

Appendix D - Resources Available

Audio Tapes of Conference Proceedings

1. Opening Ceremonies and Keynote Address - **Ruben Nelson**
2. Overview of Workshops

Workshops

3. A.1 - Every Family is a Working Family - **Alan Mirabelli**
4. A.2 - The Workplace and its Impact on Families - **Marjorie Blackhurst**
5. A.3 - Childcare Revisited - **Kathy Gallagher Ross**
6. B.1 - Role of the Community in Family Life - **Susan Berlin**
7. B.2 - Families and Community Planning - **Walter Jamieson**
8. B.3 - Today's Families - **Susan A. McDaniel**
9. B.4 - The Impact of Cultural Values - **Hamda Umar / Donna Rose / Paul LeGrange/Joe P. Cardinal**
10. C.1 - Families, Government and You - **Robert Couchman / Geoff Norquay**
11. C.2 - Families as Care-Givers - **Dianne Kieren**
12. C.3 - Supporting Vulnerable Families - **Dawn Walker**
13. C.4 - Ethics, Values and Family Traditions - **Chad Gaffield**
14. C.5 - Our Children, Our Future - **Ken Low**
15. D.1 - Promoting Family Development - **Bill Griffiths**
16. E.1 - Poverty and its Impact on Families - **Ruth Berry**
17. E.2 - Individual Responsibility for Financial Planning - **Elaine Barnes**
18. F.1 - Promoting Healthy Lifestyles - **Priscilla Koop**
19. G.1 - Complementary Roles: Schools, Families and Communities - **Sue Ditchburn**
20. H.1 - Leisure, Balance, Joy and Familes - **Bob Woodburn**
21. I.1 - Family Obligations: The Law - **David Cruickshank / Gerald Robertson / Christine Davies**
22. I.2 - Family Reorganization: The Law - **Diane Pask / Bruce Ziff / Nancy Flatters**

Plenary Sessions

23. Keynote Address - **James Garbarino**
24. Panel Response - **M. Hodgson / J. Graham / L. Foley / A. Lawson**
25. Luncheon Guest Speaker - **Joyce Irvine**
26. Closing Session - **Honourable John Oldring**

Study Papers

Families Today: Change, Diversity and Challenge - Dr. Susan A. McDaniel

A. Balancing Work and Family Life - Mary Woodbury
B. Families and the Community - Dr. Lyle Larson
C. Supporting and Strengthening Families - Michael W. Goldstein
D. Learning for Living: Strategies for Promoting Family Development - Dr. F. June Morgan
E. Alberta Families: Financial Health Status Report - HSP Humanite Services Planning Ltd.
F. Health and Families - Dr. Joel Christie
G. Families and the Education System - Mary Woodbury
H. Families and Leisure - Dr. Jarmila Horna
I. Families and the Law - Peter Lown, M.L. (Marnie) McCall, Dr. Joseph P. Hornick

Audio/Visual Resources

Conference Video - focusses on issues faced by families and highlights importance of resources and support for their resolution.

ACCESS Documentary - highlights Family Fair and Conference proceedings.

Audio Tape of Family Song

All of these resources are available through the Family and Social Services Library, 6th Floor, Seventh Street Plaza, 10030 - 107 Street, Edmonton, Alberta, T5J 3E4. Please call 427-7272 to arrange to borrow the resources or to view them in the Library.

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